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the PRESIDENT'S MESSAGE

Uncovering the TRUTH

"The single most important thing we want to achieve is for President Obama to be a one-term president."

- Senate Republican Leader Mitch McConnell, October 2010

It has been said that the first casualty of war is the truth. Much the same can be said about political campaigns, especially a presidential race. Between now and Election Day, the American people will be inundated with hundreds of millions of dollars of political television and radio ads designed to convince middle-class and lower-income workers to vote for the agenda of the ultra rich.

Most of the money for these ads will come from a handful of the wealthiest, most conservative, anti-union individuals and corporations in this country. The primary focus of these ads will be to distort the facts and cover up the truth about the real reason the U.S. economic situation has not improved as much as we would have liked in the last several years.

The truth is that the leadership of the Republican Party and their allies in corporate boardrooms and on Wall Street hated losing power after the 2008 elections. They determined that the only way to regain control of the White House was to do whatever they could to stop President Obama from succeeding in turning the economy around from the disastrous condition in which the Bush Administration left it.

From the day President Obama took office, these phony patriots have consistently opposed virtually every piece of legislation he has proposed to put people back to work and improve the lives of our citizens. To reinforce this "roadblock" game plan on Capitol Hill, the President's opponents have spent the last four years filling the airwaves with distortions and outright lies about every element of his policy agenda.

Now, after four years of standing in the way of economic progress, the leaders of the Republican Party cynically claim that the economy has not grown fast enough and therefore the American people should replace President Obama with Mitt Romney, an individual who was born into wealth and privilege; an individual who has spent nearly his entire adult life accumulating even greater wealth in the most unpatriotic manner imaginable -- championing a business model that destroys the livelihoods of working men and women by closing factories and shipping good American jobs overseas.

Ironically, Mitt Romney is telling the American people that he should be elected president because of his "extensive" business background. Yet, he refuses to discuss the details of that experience and becomes indignant whenever the truth is exposed about the lives and communities that were ruined by Bain Capital, the private equity financial firm he founded and ran for many years.

Like most Wall Street multimillionaires, Mitt Romney prefers to operate in secrecy, fiercely refusing to shed any light on his business practices or let the American people see for themselves whether or not he has been paying his fair share in taxes.

Despite campaigning for president almost non-stop for the past six years, Mitt Romney insists on keeping the American people in the dark about how he would lead our country to greater prosperity. He has yet to articulate a

detailed plan that he would enact beyond general support for the very policies that brought our economy to the brink of another Great Depression. Evidently, he is concerned that being open and honest about his agenda would be devastating to his election chances.

It is telling that the only major policy issue Mitt Romney is willing to discuss is health care. Romney has declared that on his first day in office he would get rid of the Affordable Care Act, President Obama's historic health care reform legislation that has already provided enormous benefits and savings to working families. But, to someone worth hundreds of millions of dollars whose spouse and children have never gone without adequate medical care because of a lack of money, repealing this legislation would be just another "business decision."

I can think of no worse scenario for our members and the American people than having a President of the United States who is so far removed and unfamiliar with the realities and challenges facing working people every day; a president so unconcerned about the impact his decisions have on the lives of average working people; a president so conditioned to conducting business in secrecy; a president so uncomfortable with being up front and truthful with the American people.

To avoid the national calamity that would surely result from a Romney presidency, working people and those less fortunate in our society will have to disregard the lies and distortions in the Republican political ads and vote in their own interest and not the interests of their bosses and the ultra rich.

Frank Hurt

BCTGM International President



BCTGM
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East Central States Council Meets

Forty-two delegates representing 17 local unions gathered July 17-18 for the annual BCTGM East Central States Council (ECSC) meeting to share information and prepare for various challenges the BCTGM and labor will face in the coming year.

The event, held in Atlantic City, N.J., provided a valuable opportunity for local union leaders from BCTGM Regions One and Two, to meet with International Executive Officers, Vice Presidents and Representatives.

BCTGM International President Frank Hurt and International Secretary-Treasurer David B. Durkee provided delegates with a comprehensive overview and assessment of the significant challenges facing the BCTGM and its members.

Among the primary issues discussed was the Hostess Brands bankruptcy, directly affecting nearly 5,000 BCTGM members, the ongoing lockout of 1,300 members at American Crystal Sugar, and the growing

belligerence of employers within BCTGM-represented industries.

In his address to the delegates, President Hurt reflected on the powerful and dangerous influence on the U.S. political system of far right-wing billionaires and global corporations—an influence that is weakening the middle class and undermining the rights of average citizens to participate freely and fairly in the electoral process.

“The orchestrated Republican effort to deny citizens their right to vote through phony voter fraud laws is un-American and an assault on our democracy. Every American should be

outraged by this despicable attempt at voter suppression,” warned Hurt.

Local union delegates presented reports to the council on contract ratifications, organizing campaigns, political activity and more.



BCTGM Intl. Pres. Frank Hurt (right) is presented with a 40-year membership award by Vester Newsome, ECSC Secy. and Fin. Secy./Bus. Agt. of L. 57, Pres. Hurt's home local in Columbus, Ohio.

REPUBLICANS KILL JOB RECOVERY LEGISLATION

Every day, Republican leaders in Congress rail against President Obama about the economy and the lack of robust job growth. The truth is, the Republicans have blocked every major piece of legislation President Obama has put forth to put people back to work and create new job opportunities for the American people.

The following is a representative sample of the actions Republicans in Congress have taken to stop President Obama's jobs initiatives.

OCTOBER 11, 2011: SENATE REPUBLICANS KILL AMERICAN JOBS ACT

The Senate rejected President Barack Obama's \$447 billion jobs bill. The Senate voted 51 to 48 on a procedural motion to begin debate on the bill, falling short of the required 60 votes. All 46 Senate Republicans voted against the American Jobs Act, which would have created as many as 2 million new jobs and kept 280,000 teachers from being laid off.

Along with the 2 million jobs, the American Jobs Act would have prevented five million workers from losing their unemployment benefits; made immediate investments in rebuilding and upgrading America's highways, transit, rail, airports, bridges, ports, schools and communications and energy infrastructure; made sure the wealthy contributed their fair share to fixing the economy with a 5.6 percent surtax on millionaires.

OCTOBER 21, 2011: REPUBLICANS VOTE TO KEEP TEACHERS, FIRST RESPONDERS OFF THE JOB

For the second time in less than two weeks, Senate Republicans blocked a bill that would have put Americans back to work. This time, they said “No” to 400,000 teachers, firefighters, paramedics and police officers.

Senate Democrats tried to overcome a Republican filibuster of the Teachers and First Responders Back to Work to Work Act (S. 1723). But the 50-50 vote—with every Republican voting “No”—fell short of the 60 needed to break their filibuster.

The bill would have provided funds to local governments to put back to work or keep on the job some 400,000 teachers and first responders. It was originally part of the American Jobs Act.

NOVEMBER 3, 2011: SENATE REPUBLICANS KILL REBUILD AMERICA ACT

For the third time in a month, Senate Republicans killed legislation which would have put hundreds of thousands of Americans back to work. The 51-49 vote fell well short of the 60 votes needed to break their filibuster against the jobs-creating Rebuild America Act.

This legislation would have created jobs immediately by investing \$50 billion to repair and rebuild the nation’s roads, rails and airports, establish a national infrastructure bank to fund a broad range of projects and asked millionaires and billionaires to pay their fair share.

JULY 19, 2012: SENATE REPUBLICANS SAY “DON’T BRING JOBS HOME”

Given the choice between supporting American workers or the corporations that ship U.S. jobs overseas, Senate Republicans sided with the job exporters and blocked a vote (56-42) on the Bring Jobs Home Act.

Even though the majority of the Senate voted to pass the bill, because of the Republican filibuster, 60 votes were needed to pass the bill. The bill would cut taxes for U.S. companies that move jobs and business operations to the United States and end tax loopholes that reward companies that ship jobs overseas.

Republicans painted a great illustration of their priorities when they attempted to add amendments to the Bring Jobs Home Act that would repeal the Affordable Care Act and extend the Bush tax cuts for the wealthy. Both amendments were blocked.

Union-Friendly Dentist Office SHINES in Oregon

There is nothing that makes Oregon working families smile more than BCTGM Local 114 (Portland, Ore.) members at Sunrise Dental. While it may be an unusual place for workers to be represented by the BCTGM, Sunrise Dental is a unique establishment that values the benefits of a union contract for its workers.

With no prior knowledge of the labor movement, dentist and president of Sunrise Dental, Dr. Abraham Ghorbanian, DDS, MS found himself in a discussion about unions while treating a new patient – the president of a UFCW local in Washington. Their talks inspired the doctor to set precedent and voluntarily unionize the entire staff of his two dental offices in 2007.

“I realized that labor rights are human rights,” Ghorbanian said. After the first offices were unionized in 2007, word spread quickly to union memberships that a union dental office had opened up in the area. “We were getting so much business, we had to expand,” recalled Ghorbanian.

Five years later, he’s grown a network of unionized dental practices to more than 50 offices throughout Washington, Oregon and California. All of the offices are unionized. Workers are represented by the UFCW, Teamsters, Machinists and most recently, the BCTGM. When two new Sunrise Dental offices were



opened in Portland and Salmon Creek, Wash., Dr. Ghorbanian contacted BCTGM Local 114 to represent the workers.

Committed to serving the labor community, Sunrise Dental works with each individual member’s union plan to ensure an absolute minimum of out-of-pocket expenses, which are often zero. And while dental offices catering to the specific needs of union members are not uncommon in the United States, Ghorbanian and his network of partnering dentists not only work to meet the needs of union-member patients, but have set a landmark precedent in unionizing their own staff members.

For Local 114 members covered by the local’s Oregon Bakers Union Trust benefits, dental services at Sunrise Dental are virtually free. “Their philosophy is: since you are a union member, we will write off the co-pay or payment that is the

patient’s responsibility. It is truly a unique benefit offered to union members,” notes Lansing.

“It’s so wonderful for my employees to have the security of collective bargaining,” Ghorbanian said. “It’s good to have employees who are happy and secure.”

For Sunrise Dental, solidarity doesn’t end at the office door. When a union goes on strike, not only does the dental network provide free emergency dental care to the striking union’s members, but they also provide active support on the picket line. “Whenever there’s a rally or union event, we give our employees the day off to join them,” Ghorbanian said. “With pay.”

This Labor Day weekend, Sunrise will be paying wages to a group of employees to attend the NW Oregon Labor Council Labor Day Picnic and staff the organization’s informational table. BCTGM Local 114 will also help hand out information on the outstanding benefits Sunrise provides union workers in Oregon and Washington.

Local 114 successfully negotiated the first contract covering the Portland-area Sunrise Dental workers, which was overwhelmingly ratified by the new union members.

“These are a wonderful bunch of workers and a positive addition to our local. And no matter what office you choose, you will get the treatment of a valued union worker,” concludes Lansing.

The BCTGM Endorses

the 2012 United Way Campaign

Approximately one-third of working Americans do not earn enough money to meet their basic needs. Wages have not kept pace with the rising cost of housing, healthcare, and education and currently, 40 million Americans are working in low-paying jobs without basic health and retirement benefits. For families walking a financial tightrope, unable to save for college, a home, or retirement, United Way is here to help.

“The relentless jobs crisis, combined with an historic number of natural disasters in every region of the country has left many of our friends and neighbors in great need of assistance,” notes BCTGM International President Frank Hurt in his call to support the 2012 United Way Campaign.

These stark realities mean great hardships for working people. While labor works for fundamental changes to public policies to create a more just and humane economy, local unions

and volunteer union members are reaching out, as always, to help neighbors in need within their own communities.

For more than six decades, the BCTGM and all of organized labor has maintained a national and community-based partnership with the United Way. This relationship has meant help is there when working families are in need. There are 160 full-time AFL-CIO Community Services

Liaisons who serve as links between their state federations and central labor councils and United Way locations in 165 communities across the United States. In addition, 18 local labor agencies and four state labor agencies receive direct United Way support.

“The vital human services funded through local United Way campaigns make a difference in the lives of millions of Americans every year,” says Hurt. “With

an economy that is leaving most working folks behind, these services are particularly important.”

Hurt reflected on the many BCTGM Local Unions throughout the U.S. that were very involved in their respective United Way chapters in 2011. “From youth programs and blood drives, to retiree worker programs and disaster relief, our local unions are incredibly involved in the United Way. I invite all locals to continue their valiant efforts and increase their involvement with the 2012 United Way Campaign,” Hurt adds.

The core principles of the labor’s partnership with the United Way are to activate and build on the strength and capacities of workers to create stronger, healthier, more compassionate communities; to develop new and existing relationships between workers, unions, and community based organizations; and, to promote and support community leadership and to concentrate on an agenda that encourages local definition, creativity, and hope.



The U.S. Supreme Court UPHOLDS the American AFFORDABLE CARE ACT

“I applaud the Supreme Court for upholding the Affordable Care Act. American citizens finally won with this very important decision,” notes BCTGM

International President Frank Hurt on the June 28 Supreme Court ruling that upholds the healthcare law.

The U.S. Supreme Court, led by Chief Justice John G. Roberts Jr., upheld the core of President Obama’s healthcare law, ruling that the government may impose tax penalties on those who do not have health insurance by 2014. The decision came on a 5-4 vote, with four of the court’s justices joining with the Chief Justice.

The Affordable Care Act does not impose a true legal mandate on Americans, the Chief Justice said. It simply requires those who do not have health insurance by 2014 to pay a tax penalty. And that is constitutional, Roberts said. “The

federal government does not have the power to order people to buy health insurance,” he wrote in the majority opinion. “The federal

government does have the power to impose a tax on those without health insurance,” concluded the Chief Justice.

OBAMACARE IS CONSTITUTIONAL!

Millions of Americans—from the women who can now access free checkups to the seniors saving on their prescriptions to the 105 million people that have seen lifetime limits on their insurance coverage lifted—can continue to enjoy these important benefits. And now, we can move forward on implementing the provisions to come, like new state insurance exchanges, and making sure no American is denied coverage due to a pre-existing condition.

12.8 Million Americans Receive Insurance Rebates

Before health care reform, insurance companies routinely spent up to 40 percent of premiums on overhead and administrative costs. Today, thanks to Obamacare, insurance companies are required to spend at least 80 percent of your premium on your health care—and if they don’t, you get a rebate. This summer, nearly 12.8 million Americans will receive their rebate checks, averaging \$151 per household—and totaling more than \$1.1 billion.

3.1 Million Young Americans Gain Health Coverage

Before the Affordable Care Act, young people could be kicked off their parents’ health insurance as soon as they turned 18. But thanks to health care reform, 3.1 million young Americans who would otherwise be uninsured have been able to stay on their family’s coverage until age 26—coverage that often includes free preventive care, like checkups and flu shots.

August 1, 2012: Americans Receive VITAL NEW HEALTH BENEFITS



Beginning August 1, a whole range of crucial health care services are available to women and families with no cost-sharing or deductibles – thanks to President Obama's [Affordable Care Act...](#)

BEING A WOMAN IS NO LONGER A "PRE-EXISTING CONDITION."

And insurance companies cannot charge a woman more, because she is a woman.



YOUNG ADULTS CAN EASILY GET COVERAGE

Young adults mostly don't get health insurance because they cannot afford it and figure they do not need it. This can be disastrous if they get sick. Now, kids under the age of 26 can stay on their parent's coverage – regardless of whether they live at home or not.

KIDS WITH PRE-EXISTING CONDITIONS CAN FINALLY GET COVERAGE

And soon adults will be able to as well. Also, insurance companies cannot take away your coverage if you become too sick, and there are no longer lifetime limits on coverage.

THERE WILL BE TAX CREDITS AND SUBSIDIES TO HELP YOU BUY INSURANCE

Millions of Americans will receive tax credits to help them get insurance if they can't afford it, and small businesses will also get credits to purchase insurance.



SENIORS ARE GETTING HELP WITH HEALTH CARE AND MEDICINE

Twelve million seniors are currently receiving no-cost preventive care through Medicare, and seniors receive a 50 percent discount on prescription drugs when they hit the "donut hole."



BIRTH CONTROL IS COVERED

All FDA-approved methods of birth control are now covered by insurance when prescribed by your doctor. According to a recent survey, one in three women has struggled to afford birth control.

ANNUAL WELL-WOMAN CHECKUPS ARE COVERED

The health care law requires insurance companies to pay for an annual "well-woman" checkup, including preconception care. Additionally, insurance companies now have to cover Pap smears, mammograms for women over 40, HPV testing, and possibly even colon cancer screenings.

americanCRYSTALsugar **LOCKOUT** marks ONE YEAR

Around the Red River Valley on Wednesday, August 1, BCTGM members locked out by American Crystal Sugar (ACS) quietly marked the one year anniversary of the dispute that has taken its toll on families, friends and communities.

Solidarity remains strong and community support for the locked out workers continues to be high. And through it all, the 1,300 locked out union members maintain strong ties and dedicated friendships. Union members are a constant presence outside the plant gates in Minnesota, North Dakota and Iowa. And most recently, more than 200 workers and their families held a "solidarity" picnic to mark the one year anniversary, with food, music and festivities. Some of the workers have even begun a back-to-school donation drive to help families with school aged children gather needed supplies as summer draws to a close.

But not much else has changed: 1,300 BCTGM members from five local unions in three states remain locked out by American Crystal and the company continues to produce sugar using scab labor. The company has not budged from its "final offer" made one year ago, which includes substantial concessions in job security, seniority and health care. The locked out BCTGM members have rejected the company's contract proposal three times.

"This has been the best and



AFL-CIO Pres. Rich Trumka (center) pledges an escalated campaign to get American Crystal workers back to work. Also pictured is BCTGM Intl. Vice Pres. Steve Bertelli (left) and Minnesota AFL-CIO Pres. Shar Knutson (right).

worst year of my life," says Nathan Rahm, 30, a locked-out worker from American Crystal's plant in Hillsboro, N.D. "All of us have had to endure hardships this past year, but we have also learned what a union is for," he said. "The union is us. After one year we are still standing strong, and we will continue to fight for a fair contract."

Meanwhile, at a press conference held on July 25, AFL-CIO President Richard Trumka together with BCTGM representatives announced plans to escalate the fight against American Crystal. Trumka pledged the ongoing support and coordination of efforts with the BCTGM International in focusing on American Crystal Sugar's total disregard for its employees.

"Generations of families have worked here to make American Crystal Sugar a profitable and productive producer of sugar," said Trumka. "This abysmal display shows total disregard for those employees and the community who have made Crystal Sugar a well renowned brand and a leader in sugar production in this country."

"This misguided campaign undertaken by this company is doing grave damage to not only its locked out employees and their families, but also to American Crystal Sugar's cooperative farmers and the community of the Red River Valley," Trumka added. "We stand with the workers at American Crystal Sugar who are trying to get a fair shake and prevent the corporate management from driving this company into the ground."



Target Takeover KILLS Thousands of Canadian Jobs

Many Canadians know that U.S. retail giant Target is coming to Canada. What most people do not know is that thousands of Canadians will be losing their jobs as a result.

Target's plan to assume control of the leases of the Hudson Bay Company-owned Zellers' stores – but drop as many as 10,000 Zellers employees from the payrolls – sent shockwaves through the workforce when it was announced.

In 2011, Canadian retailer Hudson Bay (HBC) sold the leases to 189 Zellers stores to Target. Target chose some spots for its own stores, and sold the remaining 39 stores to retail giant Wal-Mart. HBC has announced it will close most of the 64 remaining Zellers stores in 2013.

Following a review under the Investment Canada Act, Target was granted approval in June to go ahead with its expansion plans. Not included in that agreement were any worker protections. The workers will have to reapply for jobs and will lose all existing benefits and seniority. Both Target and Wal-Mart have stated that they will not guarantee the Zellers' workers will be rehired; and even if they are, only at the starting rate and without seniority.

While the small number of unionized workers who will be affected by the takeover have some legal recourse to protect their jobs, the outlook for the non-union workers is not as optimistic.

It serves as a reminder of the uncertain nature of non-union work places. Ryerson University's Maurice Mazerolle told *The Huffington Post Canada*, "Unless you have a unionized contract or are protected by statute or one of the grounds by discrimination, then what

"Unless you have a unionized contract or are protected by statute or one of the grounds by discrimination, then what you are seeing from Target could apply anywhere..."

— Maurice Mazerolle,
Ryerson University



Angela, employed by Zellers for 13 years, has become a spokesperson of the fairness campaign for Target workers in Canada.

you are seeing from Target could apply anywhere, to any company, to anybody working in this country."

For the non-unionized workers, who make up the vast majority of Zellers' employees, there is little recourse. A national public awareness campaign, www.targetfairness.ca, was launched by Zellers' workers earlier this year to help put public pressure on Target.

The awareness campaign has received overwhelming support from Canadians coast-to-coast. In Quebec, a petition was filed with the Minister of Labour to compel Target to live up to the Labour Code and recognize the successor rights of Zellers' workers. Legal actions are also ongoing in British Columbia, and rallies and billboards across Canada continue to drive the message home that the fight for the future of Zellers' workers is taking place from coast to coast.

Meanwhile, while Wal-Mart made repeated assurances to Zellers' workers that their experience, loyalty and long-term service would be respected once their stores were converted, there have been various reports that when the stores closed for refurbishment, Wal-Mart terminated the site's employees and took a Target-like position that refuses to respect the skills, service and contributions of the Zellers' workers.

NOTABLE *Quotes*

“While the JPMorgan trading loss does not appear to have caused systemic problems, it is a clear reminder that Wall Street continues to need better risk management, vigorous oversight and, if the rules are broken, unyielding enforcement.”

— Senator Tim Johnson(D-S.D.), Chairman of the Senate Banking Committee, in announcing that JPMorgan chief executive Jamie Dimon would appear before the Senate Banking Committee to discuss his firm's \$2 billion trading loss.

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“...the Republicans will join hands with the southern Democrats to try and repeal or undermine every social reform the New Deal has put in. The hue and cry against labor has already started! The Republicans have not had an idea since Benjamin Harrison's time and the southern Democrats have not had one since Appomattox – and I foresee an unofficial coalition of them running the country.”

— Esther Murray, in a letter to Eleanor Roosevelt, late 1942.

• • • • •

“I love the fact that there are women out there, who don't have a choice, and they must go to work and they still have to raise the kids.”

— Ann Romney, wife of Republican Presidential Candidate Mitt Romney, April 24, 2012.

“ConAgra had ample information to stop this from happening in the days and weeks before the occurrence.”

— Kevin Durkin, an attorney for two injured workers after a jury awarded roughly \$181 million in damages to three workers who were severely injured in a 2010 explosion at a southern Illinois grain elevator.

“Their ability to be totally unified and focused on their message will make them ultimately the most decisive single player in the political landscape this year. Groups like us, we don't have millions of members that we can readily deploy. We tend to be more active on the airwaves and mass communications.”

— Stephen J. Law, president of American Crossroads, a Republican super PAC, referring to the labor movement in a 3/11/12 New York Times article by Steven Greenhouse.

“I see in the near future a crisis approaching that unnerves me and causes me to tremble for the safety of my country...corporations have been enthroned and an era of corruption in high places will follow, and the money power of the country will endeavor to prolong its reign by working upon the prejudices of the people until all wealth is aggregated in a few hands and the Republic is destroyed.”

— U.S. President Abraham Lincoln, in a Nov. 21, 1864 letter to Col. William F. Elkins.

Study Links UNION MEMBERSHIP to HEALTHY WORKERS

Union membership has a significant positive effect on worker health, according to a study published by Duke University's sociology department in the latest edition of *Social Forces*.

"Workers who are unionized experience significant health benefits. Their life chances are better and they have greater well-being," David Brady, sociology professor and co-author of the study, told Bureau of National Affairs (BNA) June 8.

"Bringing You More Than the Weekend: Union Membership and Self-rated Health in the United States" was first posted March 30 in the web version of *Social Forces*, and in June it was printed.

The study is among the first in linking union membership to general health, said Megan Reynolds, doctoral student and lead author of the study.

Union membership was found to have a beneficial health effect that is "comparable in magnitude to the detrimental effect of being divorced (as opposed to being married)," and further offset the impact of five years of aging, according to the study. These effects appear to be stable over time.

Unionization is also more likely to reduce worker stress and injuries, create safer work environments, improve health insurance, and increase job security, the study says.

The report's findings are based on union membership and self-rated health data in the National Opinion Research Center's General Social Survey from 1973 to 2006. The study used a sample of 11,437 current full-time

workers, of which 18.7 percent were union members.

Unionized workers were compared with non-unionized counter parts with largely similar characteristics. Workers judged their general health based on "functional ability, healthcare utilization, morbidity, and mortality."

Real household income levels mediate the relationship between union membership and self-rated health, the study found. "Unionization leads to higher incomes and higher incomes buy better health. That is one of the key ways that unionization improves health," Brady said.

However, income was not found to have a mediating effect in the analyses of sub-samples, the study said. "We find for less educated workers, for men, and for those without high incomes, unionization has a direct effect on health

independent on income," Brady said. The effect of union membership remained statistically significant for those below the 75th percentile of the income scale.

Reynolds and Brady found that approximately 85 percent of workers rated themselves as being in "excellent" or "good" health, compared to 82 percent of nonunionized workers who reported similarly. The remaining respondents rated themselves as being in "fair" or "poor" health.

The difference in three percentage points represents 3.7 million workers, Reynolds and Brady said.



"If we had higher unionization, millions of workers would have better health," Brady said. By 2006, unions represented less than 12 percent of workers, according to the study. Because unionization is "so low" in the U.S. relative to other affluent democracies, "even moderate levels of unionization would result in many workers with better health," Brady said.

Management would also benefit from organized labor because health benefits would most likely make unionized workers more productive and healthier, Brady said.

*This article and study was published by the Bureau of National Affairs in the 6/22/12 edition of the Union Labor Report.

LOCAL 7 *Vieee*

Historic Milestone



BCTGM Local 57 (Columbus, Ohio) member Jerry VanArsdall celebrated his retirement from the General Mills/Pillsbury plant in Martel, Ohio on March 10 after 45 years of service. VanArsdall, 73, began work at the facility on January 30, 1967 and became a member of Local 346G. He is the longest serving employee at the Martel location. Pictured here with VanArsdall (right) is Chief Steward Mark Lee.

New Tobacco Contract



Pictured here is the negotiating committee for BCTGM Local 196T (Owensboro, Ky.) which successfully negotiated a new contract with Swedish Match North America. The new five year contract covers more than 200 BCTGM members at the company's Owensboro facility. BCTGM members at Swedish Match manufacture snuff and chewing tobacco for the U.S. market including name brands Red Man, Timber Wolf, Long Horn, Half & Half, and Days Work.

BCTGM-PAC



BCTGM Local 19 President Paul LaBuda (left) presents a BCTGM-PAC donation to Charlie Wilson (right), who is a Democratic candidate running for office in Ohio's 6th Congressional District. According to LaBuda, Wilson has a long history of supporting the BCTGM and Ohio's working families.

School to World



BCTGM Local 351 (Albuquerque, N.M.) participated in the School to World job fair for high school kids in New Mexico. The annual program is designed to allow high school students to explore areas of interest and possible career choices. More than 1,800 students representing 85 schools across New Mexico attended the School to World event and the BCTGM booth was among 400 career booths. The BCTGM booth included a vast display of union-baked products and Local 351 Pres. Earl Reed provided information on the union, products and employers. Pictured here is Reed (left) speaking with a high school student about the benefits of the BCTGM.

BCTGM Children Awarded Union Plus Scholarships

Celebrating 20 Years of the Union Plus Scholarship Program

Meet the 2012 BCTGM Honorees

Henry Qiu of San Jose, Calif., whose father Chao is a member of BCTGM Local 24 (San Francisco), has been awarded a \$4,000 scholarship.

Outstanding academic achievement helped Henry earn the highest available Union Plus scholarship award. Henry, a neurobiology major, is much more than an accomplished scholar. He is an educator, organizer and activist who works to achieve racial equality in his community—and who is keenly aware of the strength and stability his father's BCTGM membership brought to his family. "When I wake up every morning," he says, "I remind myself of my childhood, my parents, my aspirations, and ultimately my commitment to my parents, my community and myself."

Brian Lien of Oakland, Calif., whose father Huy is a member of BCTGM Local 124 (Oakland, Calif.), has been awarded a \$1,000 scholarship.

From the earliest days of the labor movement, union jobs have meant opportunity for those who immigrate to America. "When my mother and father immigrated to the United States," Brian says, "they came with nothing but their clothes on their backs." He is grateful for the freedom, rights and respect that his father's BCTGM union job, pay and benefits provided his family. "The union has played a big part in my life by helping my father help me," he says. Brian plans to study medicine and become a surgeon.

Steven Woods of Knoxville, Tenn. is the son of International Representative David Woods, former Business Agent of BCTGM Local 25 (Knoxville, Tenn.). Steven has been awarded a \$2,000 scholarship.

Steven proudly traces his family's union history through two generations, including his father's longtime membership and leadership in BCTGM Local 25. It is a history from which Steven derives not only lessons of opportunity, but of sacrifice and service. He has carried that tradition forward by being a member of the National Honor Society, and by fulfilling the service obligations and other requirements to achieve the rank of Eagle Scout. Steven plans to study journalism.

Apply Now for a Union Plus Scholarship

Application deadline Jan. 31, 2013, for \$150,000 in awards

Applications are now open for the 2013 Union Plus Scholarship Program, which provides \$150,000 in scholarships to union members, their spouses and dependants.

To apply, visit **UnionPlus.org/Education**. This year's application is entirely online—allowing students to complete their application over time and save their responses. The application deadline is January 31, 2013.

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